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Sir:

Assignee Name: International Business Machines Corporation
Assignee Residence: Armonk, New York

Transmitted herewith for filing is the Patent Application of:

Inventors: Calderaro, et al.

For: **System and Method for Integrated Management of Personnel Planning Factors**

Enclosed are:

Patent Specification and Declarations
 sheets of drawing(s). (Formal) 20 Sheets.
 An assignment of the invention to International Business Machines Corporation (includes Recordation Form Cover Sheet).
 A certified copy of a _____ application.
 Information Disclosure Statement, PTO 1449 and copies of references

The filing fee has been calculated as shown below:

For	Number Filed	Number Extra	Rate	Fee
Basic Fee				710.00
Total Claims	20	0	x \$18	\$ 0.00
Indep. Claims	3	0	x \$80	\$ 0.00
Mult. Dep. Claims	0	0	x \$260	0
				Total: \$ 710.00

Please charge my Deposit Account No. 09-0447 in the amount of \$ 710.00. A duplicate copy of this sheet is enclosed.

The Commissioner is hereby authorized to charge payment of the following fees associated with this communication or credit any overpayment to Deposit Account No. 09-0447. A duplicate copy of this sheet is enclosed.

Any additional filing fees required under 37 CFR Sect. 1.16.

Any patent application processing fees under 37 CFR Sect. 1.17.

Respectfully submitted,
By Leslie A. Van Leeuwen
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